

HR Weekly Podcast 2/7/2008

Today is February 7, 2008, and welcome to the HR weekly podcast from the State Office of Human Resources. This week's topic concerns the current public sector state HR trends identified by the National Association of State Personnel Executives or NASPE.

NASPE, a non-profit organization, was established in 1977 to enhance communication and the exchange of information among state personnel executives. Regular membership is comprised of the chief personnel executives and their chief deputy or designee from each of the United States; the Territories of Guam, the Virgin Islands, American Samoa, and the Northern Mariana Islands; the Commonwealth of Puerto Rico; and the District of Columbia.

During the last weekend of January, NASPE holds its annual mid-year meeting. The NASPE mid-year meetings are open to chief state personnel executives and deputy directors only. The format of the NASPE mid-year meeting is specifically designed to maximize the networking and interaction between the chief personnel executives and deputies from each state. Program sessions are primarily roundtable discussions on pre-selected topics and encourage participants to share their successes, lessons-learned, and questions in an open and informal environment.

Typically, the first session at the mid-year meetings allows the participants to introduce themselves and identify the hot HR issues that they are facing in their states. This year, twenty-eight participants from nineteen states engaged in this discussion. By far the hottest topic identified by approximately 23 of the participants was the implementation of HR technology, including enterprise resource planning or ERP and e-recruitment systems. The South Carolina Enterprise Information System or SCEIS is an example of an ERP. Over half of the participants identified workforce planning as one of their hot issues. The other hot HR topics identified by the group were recruitment and retention, executive leadership training, and how the HR reporting structure is established within the state.

The pre-selected topics for the 2008 Mid-Year Meeting were recruitment and retention, effective HR metrics, healthcare benefits, HR staff development and competencies, workforce planning, and organizational development. These topics were almost parallel to the hot HR topics that the participants identified. A significant number of states have just implemented or are about to explore or implement e-recruitment systems to assist in getting the workforce they need. Almost all of the chief state personnel executives present indicated that they are increasingly being asked for HR metrics by their state's leadership. The rising cost of healthcare is requiring states to seek innovative approaches to provide their workforce with cost-effective benefits, including approaches to wellness, in this area. A number of NASPE participants have identified the competencies needed by today's HR staff and developed a curriculum to help develop those competencies. While most states have access to considerable workforce demographic data, their challenge is in identifying the next appropriate steps in workforce planning after analyzing that data. The participating chief state executives indicated that they provide organizational development to the agencies within their states either directly from their staff or through outsourcing. Overall, the NASPE participants acknowledged similar issues surrounding these topics, but how they address those issues could vary considerably from one state to another.

For additional information, please visit NASPE's website at www.naspe.net . If you have any questions regarding any information in this podcast, please call your HR Consultant at 737-0900.

Thank you.